

Headquarters U.S. Air Force

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Air Force Diversity



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Diversity is...

- The quality of being different or varied...beyond “just demographics”
- Individuals who bring unique perspectives or outlooks to the organization
- Variety in group presence and interactions
- The collective strength of experiences, skills, talents, perspectives and cultures



Diversity in the Air Force is: A composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission

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Air Force Diversity

- **VISION:** Be a leading competitor in the search for talent
- **GOAL:** Develop a construct to attract, recruit, and retain a high-quality, diverse Total Force



A Strategic Imperative

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Air Force Diversity



“Across the service, we represent a broad range of diverse missions, family situations, ethnicities, faiths, races and educational backgrounds. Yet Together, this rich tapestry forms the world’s finest Air Force, drawn from the best talent that America has to offer.”

-- Michael B. Donley, Secretary of the Air Force

“Diversity provides our force with an aggregation of strengths, perspectives and capabilities that transcend individual contributions.”

-- General Schwartz, Chief of Staff



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How Do We Measure Diversity?

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- **Today: Demographics**
- **Tomorrow:**
 - **Demographic Indicators**
 - **Talent**
 - **Inclusion**
 - **Assess environment; feedback from career decision surveys, focus groups**



...more than just demographics

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Retention

- **Air Force Retention Tenets**
 - **To retain skilled and qualified Airmen without regard to race, ethnicity and gender**
 - **Goals set by specialty and grade**
- **Force Management and Force Shaping Tools**
 - **Examples: Reenlistment/Critical Skills retention bonus, High-Year Tenure, Voluntary Separation Pay, Force Shaping Board**



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Outreach and Education

- **Synchronized activities**
- **Talent centers and places we haven't been before**
- **New Initiatives**
 - **“Air Force in the Community”**
 - **Success Models**
 - **Team Approach – Community Partnerships**
 - **Message: Education, Physical Fitness, Leadership, Good Citizenship**
- **Advertising and Marketing**

Targeted Outreach...Not Targeted Selection

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Air Force Diversity

- **Strategic Road Map**
 - **Assessment**
 - **Communication**
 - **Decisive Action: Outreach and Education**
 - **Sustainment and Accountability**
 - **Priorities, Goals and Objectives**
- **Talent is not race, ethnicity or gender specific**



Critical for continued mission success

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